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CONVOY DISPATCH



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

June/July 1997 #160

UPS Execs Try to Sabotage Bargaining

Collusion Fails — Teamsters United

UPS's Washington state labor manager and other execs in the Northwest huddled around a speaker phone on April 7 to listen to Seattle Local 174's Contract Information Hotline. UPS management wanted to find out what the largest UPS local union in the Northwest was saying to its members.

After the hotline tape "beeped," the management team began to discuss their strategy to manipulate the bargaining process through their friends inside the union, and to "attack" the union's chair for the Washington state rider, Local 174 secretary-treasurer Bob Hasegawa. But they were on the union's voice mail system, so they inadvertently spilled the beans on their dirty little plot. Oops!

Hasegawa, who believes that open

communication inside our union makes it stronger, explained the situation to other officers, to the union bargaining committee, and later to a meeting of Local 174 stewards.

Some of those stewards contacted us so that other Teamsters will know just what kind of dirty tactics the corporation is using.

What Was Revealed

UPS managers discussed using certain Teamster officials to undermine the union chair. For example, UPS labor manager Jim Kline stated that "Right now even Bush is not giving a whole lot of attack to Hasegawa". That's Doug Bush, secretary-treasurer of Local 589. But division manager Mike Miner said not to worry about that, because "I'm having a beer with

Bush next Wednesday, and we're going to have a heart-to-heart."

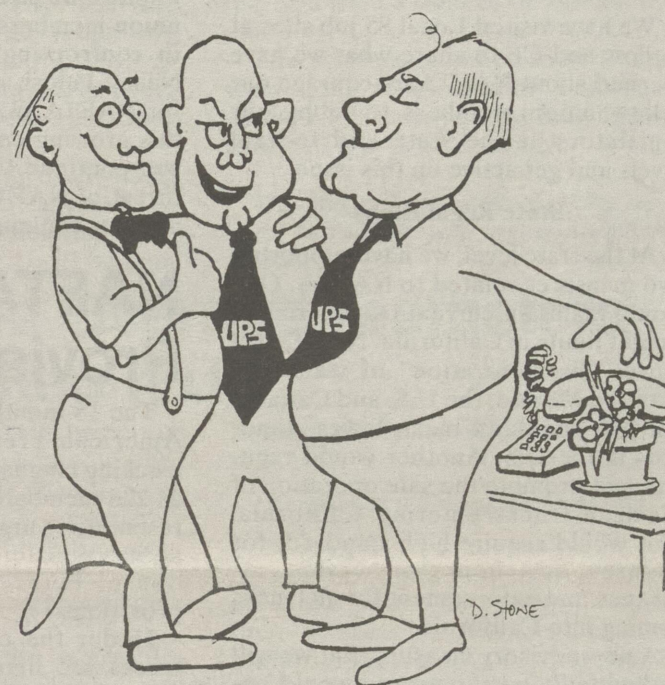
Apparently that meeting never happened, but how do you like management planning "heart-to-heart" meetings with union officials to get them to step up attacks on the union's bargaining chair?

Management discussed using their control over an old guard Teamster official, Rod Mendenhall, to rid the union team of rank and file negotiators who are standing up for the members. They targeted a respected steward from Tacoma Local 313 for removal. UPS's labor man said Men-

denhall "is trying very hard to push through the technicalities with Local 174" to replace them with stewards friendly to management. The execs said Mendenhall would do his best for them, but one was worried that "Rod doesn't just f... up the whole thing." Mendenhall is the union official that Bob Hasegawa defeated five years ago to take the helm of Local 174, and who later got hired by nearby Local 38.

After management's plot was

UPS Management Hard at Work



revealed, Mendenhall resigned from the union bargaining committee.

What it Means

This incident shows the lack of respect management negotiators have for our bargaining process.

They want the rank and file cut out of it, and if they can't get that, they plot to get management puppets to replace strong Teamster stewards.

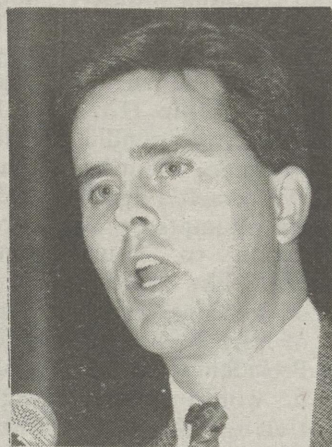
They try to control certain Teamster

continued on page 5

JOIN TDU

I joined TDU in 1987 to get involved in the fight for a good contract at UPS. TDU was there to organize and educate members in their fight against this corporate giant. Today we have enlightened leadership at the International but to keep the fight going in the trenches we need to keep TDU strong. Today more than ever we need to continue to be on the front lines in the fight for good contracts. Join TDU today to be part of the struggle to make things better for all Teamsters.

Mike Brannan
Local 828 BA
Mason City, Iowa



TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other _____ Optional: Spouse's name _____

☐ \$35 one-year's membership & subscription to *Convoy Dispatch*.

☐ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$20 for spouses, retirees and Teamsters who gross less than \$17,000 a year.

☐ Check or money order

☐ Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers.

TDU solicits and accepts membership applications and donations only from Teamsters, retired

Accept The Challenge: Your Union Needs More Leaders

"What we need badly is more leadership and more initiative at every level of this union. Even if every single local union, joint council, and International officer and rep was providing great leadership, it would not be enough to be successful against the challenges we face, the global economy and the corporate agenda."

— Joe Fahey

Joe Fahey is one of four International reps for the Warehouse Division of our union. He is a long-time TDU leader and former co-chair of TDU. His list of accomplishments is impressive. How did he get to be a leader in our union? Well he began as a rank and file activist just like many of you.

You may say, "I am just a working stiff. What do I know about leadership?" Well that is where Joe started too. Your union needs new leadership at all levels. Leadership doesn't mean just officers or business agents. It means Teamsters just like you talking to the people around them to take action. Action that will give working people a fighting chance against the corporate elite. Our success in every struggle we face in the future will depend on how we develop as leaders.

Read the interview with Fahey on page 8 and learn what it will take to make the Teamsters Action Plan work in the trenches. That's where we really need new leaders.

UNION SOLIDARITY

San Francisco Local 85

Rank & File 'Stop NAFTA' Committee

Art Persyko
Local 85, CF
San Francisco

A small group of San Francisco Local 85 members has met every week for the past two months to educate ourselves, our fellow Local 85 members, the general public and our elected representatives about the NAFTA trucking provision and its potential effect upon our jobs, public safety and people on both sides of our southern border.

Getting Members Involved

We have visited Local 85 job sites at Yellow and CF to share what we have learned about NAFTA, encourage our fellow union members to lobby our legislators at the state and federal levels and get active on this issue.

State Regulations

At the state level, we have supported two measures related to NAFTA. One would maintain current truck size and weight limits in California. NAFTA requires "harmonization" of standards between Mexico, the U.S. and Canada, but this shouldn't mean lower standards in the U.S. Another would regulate and promote the safe operation of Mexican trucks entering California. This would require high standards for maintenance, hours of service, insurance and enforcement for all trucks coming into California.

A new advisory measure that we will undoubtedly be supporting would encourage the President and Congress to maintain the existing Federal restrictions on foreign trucks entering California and assure full compliance with existing safety, environmental and drug enforcement laws.

'Fast Track'

At the Federal level, we support President Clinton's hold on implementing the NAFTA trucking provisions. We oppose Congress giving the President "fast track" authority to expand NAFTA to other countries like Chile. "Fast track" means that Congress gives up its power to negotiate a treaty to the President, and then can-

not modify that treaty, just vote it up or down, as it did when it passed NAFTA in 1993. We support H.R. 978, introduced in the House March 6, known as the "NAFTA Accountability Act." This bill would require a measurement of the effects of NAFTA, renegotiation of NAFTA to fix any negative effects and would end NAFTA's congressional authorization three years after the bill's passage if NAFTA is proven to be causing negative effects at that time.

We worked with a representative of Public Citizen as part of a coalition of union members and environmentalists in confronting U.S. Congressperson Nancy Pelosi about her past support for NAFTA. We are still working with this growing coalition of activists and will continue to do so as long as the threat of NAFTA hangs over our jobs and our communities.

NAFTA Trucking Provisions Hit Speed Bump

The 18-month battle over the North American Free Trade Agreement's trucking language has heated up again, as 226 members of the House of Representatives urge President Clinton not to lift a unilateral hold on implementation of NAFTA's full transportation provisions.

Under the current rules, Mexican trucks are limited to a narrow strip along the southern border, where they transfer freight to domestic carriers. The new provisions would extend the legal range of Mexican carriers to anywhere in the four states (Texas, New Mexico, Arizona, California) on the border.

Public Safety

A recent General Accounting Office study on Mexican truck traffic found that 45 percent of the 25,000 trucks inspected failed to meet U.S. safety standards and worse yet, fewer than one percent of the 3.3 million truck crossings each year receive inspection. Two-thirds of the trucks entering the

With the help of JC 7 President Chuck Mack, we are introducing a resolution at the San Francisco Board of Supervisors against lifting the barrier to the NAFTA trucking provisions. We will be contacting each board member to share our concerns and we should be making an appearance before the Board before they vote.

Petition Drive

Finally, we are circulating a petition among the members of Local 85 that encourages Congress to ask President Clinton to keep the barrier to NAFTA trucking provisions in place. It also voices our opposition to Congress granting fast track authority to the President and our support for H.R. 978, which would force Congress to measure the effects of NAFTA and fix it or end it.

U.S. cross into Texas, but no permanent border inspection facility is operating in the state. When combined with the lower Mexican standards on emission, spotty vehicle maintenance requirements and larger trailer size, the public safety dimension becomes clear.

The trucking industry, along with elected officials at the state level, is pushing vigorously for implementation of full NAFTA trucking. However, members of the House of Representatives are responding to a broader public concern about highway issues.

This protracted fight has had an impact on attempts to extend NAFTA provisions to South American countries like Chile. With public opinion focusing on the negative impact of NAFTA on public safety and jobs, President Clinton has announced that he would delay seeking broad negotiating authority concerning NAFTA extension until early 1998.

TDU International Steering Committee

Co-Chairs:

Dan Campbell, San Antonio Local 657
Diana Kilmury, Vancouver, B.C., Local 155
Michael Ruscigno, New York Local 802
Michael Savoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Steve Baudo, Milwaukee Local 344
Bob Blanchet, San Jose, Calif., Local 287
Mike Turnure, Minneapolis Local 320

Members:

Patricia Franks, Allentown, Pa., Local 773
Gillian Furst, Minneapolis Local 1145
Homer Lambert, Chicago Local 743
Patrick McBride, Tacoma, Wa., Local 599
Mike McGowan, Memphis Local 667
Lucio Reyes, Stockton, Calif., Local 601
Willie Smith, Columbus, Ohio Local 413

Alternates:

Alex Adams, Cleveland Local 407
Diane Hendricks, Springfield, Ill., Local 916
James Jacob, Providence, R.I., Local 251

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How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128,
Detroit, Mich., 48210 (313) 842-2600.
TDU can be contacted via e-mail at:
tdudetroit@igc.org
or on the World Wide Web at:
<http://www.igc.org/tdu/>

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1996 for one year. Our Rank & File Convention had nearly 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

FREIGHT NEWS

Filing a Complaint Under the STAA

John G. Platt
Sacramento, Calif.

This is the third and final article in a series on using the Surface Transportation Act (STAA) to enforce the safety rights of trucking industry employees, and will summarize the steps in actually filing a complaint.

A complaint must be filed within 180 days, including weekends and holidays, from the time that your employer took action against you. The complaint must be filed with the Federal OSHA Regional Office in your area. The number will be listed in your phone directory as Federal OSHA, under government.

The complaint is simply a letter of brief facts stating what the unsafe condition was, what you did, the action your employer took, and how to contact you. OSHA will then conduct an

investigation and you will give your full statement to the investigator. Have dates, names and any papers handy.

If OSHA finds that your case has merit, it will order that you be reinstated with back pay. This order is enforceable in court by the Department of Labor (DOL). The DOL will provide you with an attorney.

If OSHA does not rule for you (which is more often the case), you will be notified by letter and can object to the finding. The best thing to do in this case is to contact a labor attorney. You can file an objection to the ruling by stating in writing that you object and mailing to the company, the DOL Office of Administrative Law Judges and the regional director. All of these addresses will be in the letter you receive. You must file an objection within 30 days.

After you file an objection a hearing will be held in front of an Administrative Law Judge within 45 days. Although you can represent yourself, unless you know the law and the procedure, you should contact an attorney to represent you.

Both you and the company have the right to have witnesses deposed. A deposition is a sworn testimony that is recorded and can be introduced in court.

Co-workers Protected

You have the right to call witnesses and require them to appear. Your co-workers are protected from any retaliation by the company if they testify. You may request any documents necessary to support your case from the company.

The company may approach you to settle out of court. All agreements must be approved by the hearing judge.

If there is a hearing it will be con-

ducted in court with you, the company and the judge present. The judge will hear the evidence, can question witnesses, and normally allows both sides to file a brief to support their position. The judge will make a decision within 30 days from the time he or she receives all materials.

The STAA is designed to protect you, and if you have done everything right you have an excellent chance of winning an STAA case. But be prepared for the company to fight you every step of the way. Good luck, and happy motoring with the knowledge that you have a right to be safe on the job.

This series is intended to be a summary of the STAA and how it has been applied. For more specific information consult TDU or an attorney.

The author is currently working on a book to explain your rights under the STAA.

NMFA Article 29

Is Your Income Protected?

The freight contract contains job and income guarantees for road drivers contained in Article 29. The union won the new guarantees in 1994 in exchange for allowing expansion of intermodal operations, up to 28 percent of total miles.

Article 29 provides that road boards will not be reduced in number due to railing (job guarantees) and that drivers will not have their wages reduced (income guarantees).

But are the guarantees working?

For the most part, no. The job guarantee has prevented the carriers from bidding a reduced number of jobs in their intermodal changes. But in some cases, such as the recent Yellow change, gaining terminals didn't come near to filling, as drivers opted not to move.

The income guarantees are complicated and not being widely enforced.

Where stewards, members or locals pursue the issue diligently there are some positive results. Indianapolis CF steward Gary Gregory recently won \$21,000 for drivers who CF did not

protect under Article 29, Section 3(b)2. Ten drivers were paid from \$600 to \$5,200 apiece on the \$700 weekly guarantee.

Persistence Pays Off

Brother Gregory reports that he won it with persistence. He filed grievances every time a driver's earnings for four weeks was under \$2,800. He utilized the steward's right to get information from the company to get all the earnings data. He followed the grievances through all the stages.

CF waited for Gregory to give up or someone on the union side to sell out. Gary's advice on Article 29 is to be determined to win.

Information Needed

But enforcement is difficult and spotty. We'd like to produce a guide to enforcement. Any information—positive or negative—that Teamsters have on enforcement of Article 29 guarantees would be appreciated.

We also need to tighten up the contract language in the upcoming NMFA.

Milwaukee Overnite Teamsters Fed Up, Step It Up

On May 15, 16 Overnite Teamsters in Milwaukee, joined by volunteer organizers from Local 200, went to meet the boss to demand that Overnite stop cheating workers out of overtime pay. When the boss refused to meet with them they held a rally and protest outside the terminal.

Overnite drivers are fed up with the company's refusal to honor their own policy of paying overtime after 47 hours worked. In Milwaukee, all but two workers have refused "opting out" of the extra pay and that has led the company to contract out local work rather than pay the extra money.

But when workers marched on the boss to meet with management about the overtime issue, terminal manager Jim Radabaugh blocked the entrance telling workers to "make an appointment." So much for the company's 24-hour, seven-day open door policy.

When management tried to stall them out at the doors, chants of "We want Leo, We want Leo" (Overnite CEO Leo Suggs) erupted as the drivers returned to the curbside to picket for another hour. Dozens of passersby

honked their horns in a show of solidarity.

'Respect Is a Teamster Contract'

As some drivers left the picket line to report to work, road drivers coming off work joined the picket wearing their "Respect is a Teamster Contract" buttons. Everything at this rally was by the book. Not one worker was late for work. No driveway was blocked. No work was stopped. But today's actions are not tomorrow's promises and with numerous unfair labor practice charges filed at the NLRB, the next workplace issue and next action may not be far behind. Rumors that Milwaukee had hit the streets spread rapidly through the Overnite system, energizing Overnite Teamsters who are equally ticked off with Overnite management.

The following Monday, Leo Suggs, who was traveling in the area, came by the terminal to walk the dock and meet with city drivers. He was grilled by the drivers who peppered Suggs with questions about subcontracting, overtime pay and many other issues. Stay tuned.

Teamsters, TMI Meet for Study

Representatives of trucking management met with Teamster Freight Director Dennis Skelton on May 6 to initiate a study of the industry. Article 20, Section 2, of the National Master Freight Agreement provides for such a committee, which can make recommendations to the negotiating committee on the contract, which expires March 31, 1998.

This committee does not constitute early negotiations, which the carriers have said they would like to initiate. The union's Freight Division reports that if the employers are serious about early negotiations, they will demon-

strate by their words and actions on this committee. The union has not agreed to early bargaining.

Trucking Management Inc. (TMI) which is now down to six carriers — CF, Roadway, Yellow, ABE, New Penn and APA — will represent the employers on the industry committee.

We suggest that since the employers want early bargaining, we're in a position to ask, at a minimum, that they not bring any take-away demands to the table. Otherwise let's wait till early next year to negotiate and spend our time until then informing and uniting all freight Teamsters.

The FMLA Handbook

A Practical Guide to the Family and Medical Leave Act for Union Members and Stewards

Learn how to use this important new act to benefit yourself and your co-workers. \$9.95 each. Number of copies ordered: _____

☐ check or money order

Visa/Mastercard # _____ Exp. date ____/____/____

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Return to: TDU, Box 10128, Detroit, Mich. 48210

Teamsters Unite for Better Pensions

Sometimes folks get what they deserve. With our Central States Pension Fund, more often folks get what they fight for.

Here are the facts:

In 1993-94 our national contracts provided the biggest influx of new money into the Fund in history.

Since that time the assets of the Fund have also ballooned due to the biggest stock market bonanza in history. Fund assets are now over \$16 billion.

Smaller Teamster pension funds have increased benefits to levels superior to those paid by the Central States Fund, while Central States has only come up with small increases.

Members—and our elected International officers—have asked the Trustees to correct this injustice. The Trustees have refused, giving us glossy publications telling us how great they are instead of pension improvements.

Why does this happen?

There are eight Trustees who run the Central States Fund. Four are appointed by the employers. They want to keep benefits down to achieve what's called full funding: this employers' dream would let them pull out of the Fund with no (\$0) monetary penalty whatsoever. (They have already driven it up to 90 percent full funding by freezing benefits.) It would also reduce the need for them to put more money into the Fund at contract time.

But the four union Trustees represent us, right? Wrong. They are not

elected and not accountable. They are all covered by fat multiple pensions. They all played politics with our pensions—they wanted to make Ron Carey look weak, and then blame Carey for their own refusal to raise our benefits.

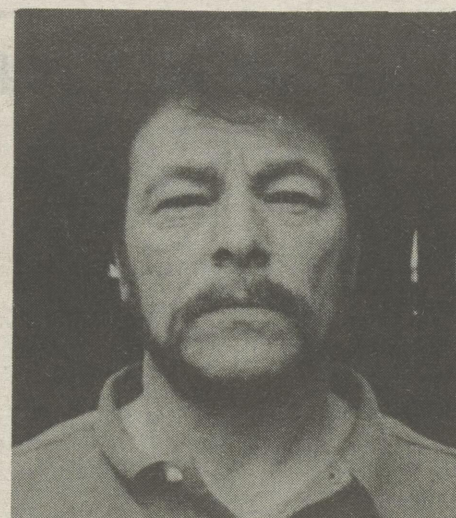
It's up to us.

Teamster members need to make it clear to every union officer of every political persuasion that we want to see pension improvements. We expect elected officers to back this stand, or tell us why we shouldn't elect someone who does.

Teamster members want a new system of accountable Trustees. Meanwhile, we expect the Trustees to start cooperating with our elected International officers in regard to benefit increases now, and in regard to our upcoming national contracts.

Teamster members are circulating a petition to show that the majority of Teamster members agree that we need improvements now: \$2,500 at 25-and-out and \$100 for each additional year of service, with medical coverage.

It's a proven fact that we've only got-



Larry Earwood, driver for Central Cartage and member of Dayton, Ohio, Local 957. Brother Earwood is helping coordinate a petition drive through the Members Pension Fund Committee. You can help win better Central States Fund Benefits. Contact TDU for petitions or more information.

ten major improvements when Teamsters have organized. If you agree, join the fight.

Washington State Organizing

Apple Workers Campaign Going Strong

Don Stone

IBT Project Organizer

The Washington state apple industry is a multi-billion industry dominated by a few large warehouse owners in the lush Yakima and Wenatchee valley. These owners receive millions in government subsidies while workers in the apple packing warehouses and in the fields earn poverty-level wages and work under horrendous conditions.

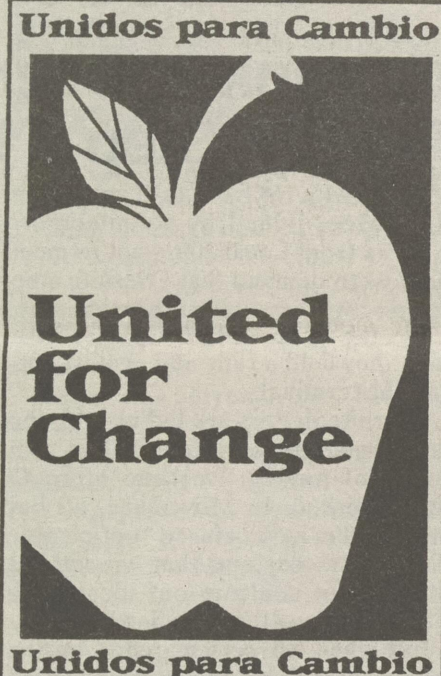
Most have no health insurance because they cannot afford the company's insurance plan.

Unsafe working conditions, poor ventilation and exposure to toxic chemicals are everyday occurrences. Many workers suffer repetitive motion injuries and the worst cases are put on the pre-sort line, the hardest job in the plant but considered "light duty" by management.

Unfair firings for minor mistakes, verbal and physical abuse by supervisors, and threats of INS raids on the largely Latino workforce are rampant.

It's little wonder that these workers want to get organized. The Teamsters and the United Farm Workers are working in a joint effort to organize the 15,000 workers in the apple industry in central Washington. The Teamster-campaign is focused on the two largest apple warehouses: Washington Fruit in Yakima and Stemilt in Wenatchee. The UFW is organizing the pickers in the orchards who suffer even lower wages and worse working conditions.

A major Teamster organizing drive in central Washington is making progress on the ambitious goal of bringing unionization to thousands of apple-industry warehouse workers. It's a bold program, organizing not just a company but a whole industry. Workers at Stemilt have seen many of their leaders fired, while in Yakima they have endured employer-inspired document checks and INS raids. Unfair Labor Practice charges were won at the NLRB on the firings and illegal document checks and the union activists were returned to work with full back pay. Victories have been won even in the face of intimidation.



Workers mobilized around these victories and organized a rally and march in downtown Yakima. On April 21, 750 workers and community supporters marched for union solidarity.

Management has brought in professional union busters who have used the carrot as well as the stick. Captive audience meetings have been held. They fired an unpopular boss (for three days), gave everyone a \$.30 raise and improved several company policies. Picnics and pig roasts for their employees have been scheduled.

Workers have responded with outrage. Flyers depicting the bosses as devils in angels clothing have circulated in the warehouses. Workers generally regard the management concessions as a union victory and are using them as an organizing tool.

It is estimated that providing this industry's workers with a decent standard of living would only increase the cost of apples 2.4 cents per pound, but management would rather fight than do the right thing. A victory in this drive will bring justice to this situation, and also be a model for unions to take on industry-wide campaigns.

Central States Trustee Retires

Jerry Younger, principal officer of Nebraska Local 554, retired from the Teamsters union effective May 31. He joins Ray Cash and Joe Orrie as yet another old guard Central States trustee who will live off multiple pensions. Younger replaced Harold Leu in 1995. Last year, another retired old guard trustee, Jerry Cook, resigned after revelations that he had swindled payment of a \$30,000 personal debt to Cook's ex-wife through the Southern Conference Pension Fund. Cook was replaced by George Westley from New Orleans Local 270, the only active Teamster serving as trustee.

All four trustees remain unaccountable to anyone whatsoever—not Ron Carey, not local officers, not the rank and file. They are chosen for four-year terms by a small number of local officers in the Central and Southern regions with no input from the rank and file.

Ron Carey has repeatedly demanded that the trustees take action to make themselves accountable to the membership by instituting a democratic selection procedure. The trustees have responded by claiming their system is democratic and they represent the best interests of the members.

Minnesota JC 32

Comeback For Multiple Pensions?

Erik Jensen

Local 320, Univ. of Minnesota
Minneapolis

In a clear attempt to recoup multiple pension plans frozen by Ron Carey, Joint Council 32 president Harold Yates, a long-time recipient of multiple pensions and salaries, recently announced the creation of an extra pension, a 401k plan, only for officials and business agents. Local unions who already provide pensions for their BAs and full-time officers are being asked to use more dues money to pay for a portion of this outrageous plan.

So far the plan has been approved in at least two large locals, freight Local 120 and Local 320, a statewide local of public employees. In both locals, TDU members led the resistance to approval at union meetings. Jim Rademacher, a Yellow Freight Teamster from Local 120 who spoke against the perk says, "Obviously this is just the beginning. Now that Yates has the plan established, he'll soon ask the membership to increase the amount we pay into this plan."

Reform clearly has a long way to go in Teamsters Joint Council 32.

Save the Date!

TDU Rank & File Convention

Nov. 21 - 23, 1997

Cleveland Sheraton

UNITED PARCEL SERVICE

UPS Profits Soar to \$1.15 Billion

UPS after-tax profits soared in 1996 to \$1.15 billion, up 9.9 percent over 1995. UPS managed to squeeze costs (more part-time jobs, subcontracting, and making us work harder and faster) to lower its operating ratio from 91.5 to 90.9. That means that \$.09 of every dollar of revenue went to profits. This is a profit margin that other large transportation companies can only dream of.

These profits were achieved despite a \$201 million loss on international (non-U.S.) operations. U.S. workers have been subsidizing these huge overseas losses for years. Naturally, UPS

management hopes that at some time in the future they can make their overseas operations profitable. And when they do, who will get those profits, us? Nope, the company!

UPS Stock

Recently UPS has given a lot of publicity to its new policy of allowing UPS employees to own UPS stock, a privilege previously reserved only to management. And owners of UPS stock do very well on their holdings. The profit rate on equity—the fundamental measure of how well a company does—was 19.4 percent in 1996.

(The relevant comparison is what you can earn on your savings in a bank or on other investments.)

Under this new policy 60,000 UPS employees have become small shareholders for the first time. But the vast majority of UPS stock will continue to be held by a very small group of current and past UPS top managers and their families.

It's not easy to sort out the individual UPS stock holdings of the top managers but, for example, incoming CEO Jim Kelly was the "beneficial owner" exercising "sole voting or investment power" of 180,655 shares as of March 10, 1997. As of May 14, 1997, UPS was willing to buy back these

shares at \$30.50 apiece. At this price Kelly's shares are worth just over \$5.5 million. And CEO Kelly is by no means the biggest shareholder. Former CEO John W. Rogers holds 457,724 shares worth over \$13.9 million.

Some More Equal Than Others

UPS likes to project an image of itself as an employee-owned and operated service team in which all are compensated according to their contribution to the team's effort.

The reality is something else. A very small group of multimillionaire "employees" at the top are much more "equal" than the workers who move the packages.

1996 Compensation to Top Officers

Salaries & Bonuses

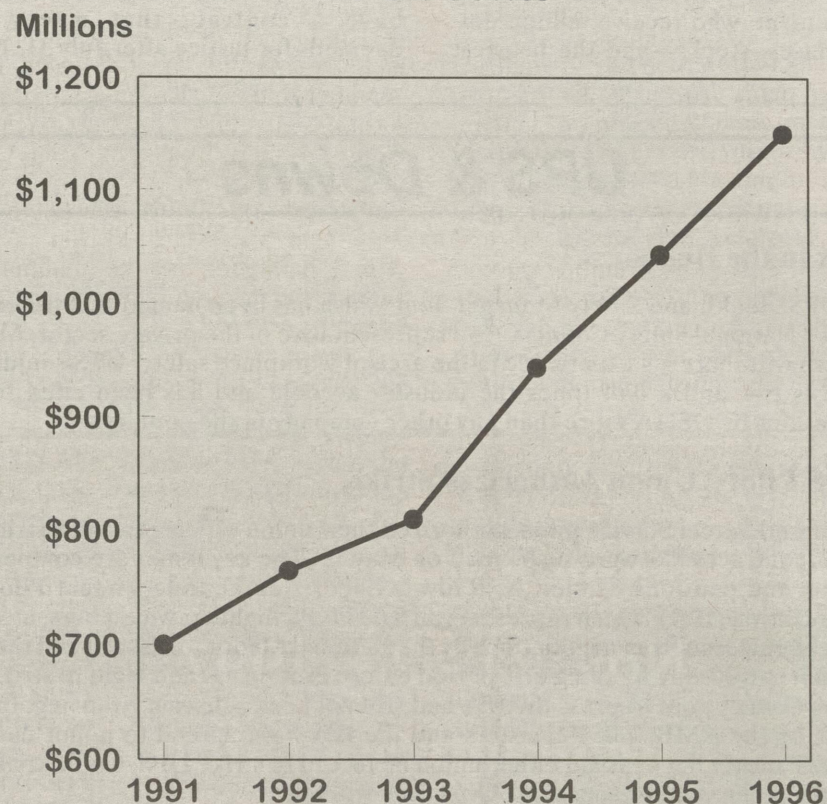
Officer	1996 Salary	1996 Bonus	1996 Total
Kent C. Nelson	\$809,000	\$256,158	\$1,065,158
James P. Kelly	\$575,500	\$182,260	757,760
John W. Alden	\$470,000	\$148,748	618,748
Calvin E. Tyler	\$417,000	\$143,480	560,480
Charles L. Schaffer	\$396,250	\$137,150	533,400
Totals	\$2,667,750	\$867,796	\$3,535,546

Shares Owned & Value

Officer	Shares Owned	Value at \$30.50
John W. Rogers	457,724	\$13,960,582
Calvin E. Tyler Jr.	316,304	9,647,272
Kent C. Nelson	260,700	7,951,350
James F. Kelly	180,655	5,509,978
Charles L. Schaffer	152,073	4,638,227
John W. Alden	146,194	4,458,917
Joseph R. Moderow	143,630	4,380,959
Robert J. Clanin	125,199	3,818,570

Additional members of the UPS Board are not listed.

UPS Profits



Canadian UPS Contract Ratified

The UPS contract for Canada was ratified in April, with a reported 70 percent in favor. But, at least in British Columbia, most UPS Teamsters are not happy with some part of the deal.

Local 31 UPS steward Greg Rushton put out a widely circulated letter summarizing the good and bad parts of the contract, calling it "another substandard contract."

The monetary package is the sore point. Raises of only 25¢-25¢-40¢ over three years will not keep up with inflation, even with the cost of living clause which in part of the contract pays the maximum amount of two 20¢ increments.

The deal is made worse by the capture of 5¢ of the 25¢ by the leadership

of Local 31, thus taking part of members' raise in the west.

UPS can argue that they don't make money in Canada—their \$1.15 billion in profits per year come from the U.S.—but we know they have to expand in Canada to compete as an international delivery company.

There are some positive improvements in language in the contract. Peak season contract deviations have been eliminated. Instead of part-timers getting one-for-one full-time jobs, they go to five-for-six, and with transfer rights for full timers (see separate article).

In the long run, the fate of Canadian Teamsters is closely tied to what happens in the U.S. They are watching the contract campaign very closely.

Canadian UPS: Right to Transfer

Many UPS Teamsters have expressed interest in winning the right to transfer from one location to another. A petition that TDU members initiated showed the popularity of the contract proposal, which would cost UPS almost nothing.

Canadian Teamsters now have won transfer rights in Section 8.16 of the Canadian agreement.

The terms of the provision are:

- Part-time employees will get first opportunity.
- Moving is at the employee's expense.
- Employee is qualified for the job and has placed his name on a request list.
- Employee will go to bottom of seniority list at new center, but will keep seniority for vacations, benefits, wage progression, etc.

UPS Execs Try to Sabotage Bargaining

continued from page 1

officials to undermine our best union negotiators. We can assume they are trying the same kind of thing nationally with other old guard union pals.

Solidarity Will Beat Their Tricks

The message for rank and file Teamsters is to get informed and involved in the campaign for a good contract. Support Ron Carey's negotiating team.

Join TDU to support the movement for a strong contract and to rid our union of officials who play the

company's game.

When management gives you their nice-guy script, remember that their negotiators at that moment may be planning how to undermine the bargaining process using company agents inside our union.

In Seattle the members are united and determined. 350 Seattle UPSers attended the three rallies that Local 174 held on May 22 and hundreds more blew the whistle on management in the hubs.

Teamster solidarity is a lot more powerful than management tricks.

UPS Contract Negotiations

Teamsters Suspend Useless Talk

The Teamsters National Negotiating Committee broke off bargaining on May 15 rather than sit and listen as management cried the blues.

The union leaders agreed they could better spend their time working to unite UPS Teamsters. As we go to press no new bargaining at the national level has been scheduled.

Union Negotiating Agenda

Our Teamster leaders approached negotiations responsibly. First the membership was surveyed about their

needs. Then, local leaders were consulted. Out of that process came a negotiating agenda:

- More full time jobs that can support a family. Half a job is not enough!
- Close the wage gap between full and part-time workers.
- Stop sub-contracting.
- Strengthen health and safety language.
- Improve pensions.
- Reform the grievance procedure.
- Provide contractual protections so that the introduction of new tech-

nologies do not threaten job security.

- Protect our health and welfare plans.

These are not outrageous demands. They come from the legitimate needs of the employees that made UPS so successful.

UPS made more than \$1 billion last year and over \$4 billion during the life of the last contract. It's reasonable that the corporation should be willing to address the needs of the employees.

But how did UPS respond?

They are trying to wear our bargainers down and wear the rank and file down by focusing on take-away demands that they know will never be accepted. Their hope? That they can scare us into throwing up our hands and accepting what we've got now.

Their ridiculous proposals include:

- A seven-year contract.
- Expanding Article 40 to allow part timers to do all air work (pick-up and delivery) at the expense of full-time jobs.

- \$100 bonus for new hire part timers after 30 days, and further bonuses after 3 months and 6 months. That's it! No increase in the starting wage. No improvements on progression.
- Complete company take-over of health and welfare and pensions.
- Force UPSers to cross picket lines, even for sanctioned Teamster strikes.
- Water down "innocent until proven guilty" with vaguely written "cardinal sins."

Update: Bargaining to Resume

As we go to press, UPS has contacted the union and asked to resume bargaining. The union has agreed to give the company a chance to show they are serious, and bargaining will resume on June 3.

Several negotiators told *Convoy Dispatch* that UPS needs to **feel the heat from the street** to make the resumed bargaining meaningful.

Carey to Locals: Get in the Act

On May 14 Ron Carey sent a TITAN message instructing all UPS locals to "implement and carry forward the policy and plans of the Teamsters National Negotiating Committee with an emphasis on membership involvement and participation." Carey noted that membership involvement is "crucial to winning a successful contract."

Carey sent the strongly worded directive because "It has been called to my attention that some local unions are not complying with the negotiating committee's policy and strategy."

Based on reports from all around the

country to TDU, it is obvious that many local unions are doing a fantastic job of building membership solidarity while others are doing little or nothing. For example, the officers of Cleveland Local 407 and Minneapolis locals 638 and 120 did nothing except send some BAs out to leaflet on May 22. In Minneapolis the officials of locals 638 and 120 arrived at UPS, but then left because a TDU member was helping to distribute the IBT leaflets!

If you want to report on actions — or inactions — of your local leaders to mobilize and unite members, give us a call.

June Actions

In June the focus of our Teamsters' UPS contract campaign shifts to the struggle for more full-time jobs. The main goals for June's contract campaign activities will be to:

- Get part-time members who want full-time jobs ready to fight for new full-time jobs that would be created by revising Article 22, Section 3.
- Build unity between part-time and full-time employees — especially by getting full-time members to support union proposals to create full-time jobs.
- Show Teamster members and the

general public that the Teamsters union is "fighting for the future" by demanding that UPS create additional full-time or combination full-time job opportunities.

The June actions will include educational leaflets produced by the International union, a petition to be circulated by the locals demanding full-time jobs (each signer to receive a sticker or pin that reads "We'll fight for more full-time jobs"), a special survey to document the number of part-time workers working double shifts and mass rallies at UPS facilities during the week of June 22.

'Little Nobodies' Ready to Take on UPS for a Good Contract

George Saavedra
Local 490, UPS Steward
Vallejo, Calif.

Recently during the UPS negotiations Ed Lenhart, Norcal UPS Chief Negotiator, made the following comment at the negotiating table, "*All these little nobodies come to work for us and now they think they're somebody because they work for UPS.*"

This *little nobody* has worked for UPS for over 21 years and through the years I have seen UPS grow from a family-minded company to a profit-only, at all costs, Corporate Greed Giant. It's the *little nobodies* who every day break their backs and represent the image of UPS to our customers that have brought the billions of dollars of profit every year to UPS, not top management, who receive million dollar bonuses, stocks — and the heaviest

item they lift all day are their coffee cups.

The *little nobodies* are prepared to strike if UPS:

1. Fails to increase part-timers' wages by \$4 an hour.
2. Continues to subcontract our work, Article 43.
3. Attacks our health and welfare benefits.
4. Does not stop the growth of low-wage and part-time drivers, Article 40 (Air Operation).
5. Fails to create thousands of new full-time jobs and better protections for our full-time work.

Remember it was the *little nobodies* who went on strike over a health and safety issue in 1994. The *little nobodies* will be prepared to strike should we not have a contract that meets our demands for justice after July 31, 1997.

NLRB Charges UPS

The National Labor Relations Board (NLRB) in Detroit has issued a complaint against UPS, and is seeking a nation-wide remedy, for attempting to prevent distribution of TDU and union contract bulletins inside UPS buildings. TDUers and other union activists and leaders are insisting on protecting all our legal rights to communicate on the job.

Here are some of the legal rights UPS Teamsters have:

1. **You have a right to distribute contract campaign literature to another employee while both are on non-work time and in a non-work area.** Non-work areas include lunch rooms, locker rooms, near the time clock and other areas where employees take their breaks.

2. **You have a right to discuss contract and union issues anywhere on**

company property during non-work time.

3. **You have a right, if not required to wear a uniform, to wear contract buttons, T-shirts, hats, etc.** If you wear a uniform, you have a right to wear a button while at the center or hub, when not in contact with the public.

4. **UPS may not interrogate employees regarding contract or union issues.** UPS may not subject employees to surveillance to discourage contract activity. UPS may not change existing rules to curtail such activity. UPS may not discriminate against employees because of their contract, TDU or union activity.

If UPS violates these rights, a charge may be filed with the NLRB. If you have questions, call TDU, your local, or the International union's legal department.

UPS & Downs

Fox in the Henhouse?

UPS Health and Safety Manager Tom Walsh has been named as a trustee of the National Safety Council. As a representative of the private sector, Mr. Walsh will share his experience in the area of workplace safety. UPS's injury rate is two and a half times the industry average and has been cited for violations by OSHA more than any other company in the country.

UPS Pilots' Union Authorizes Strike.

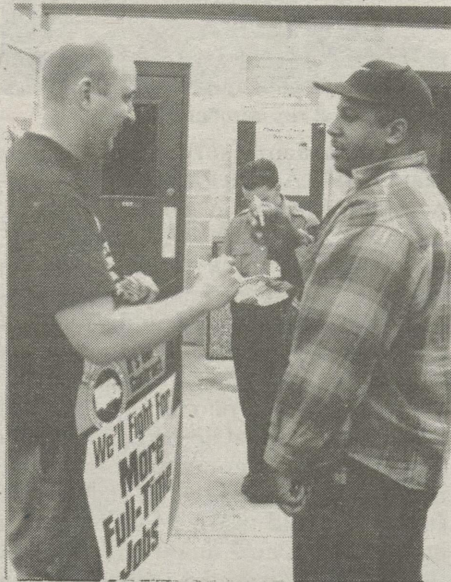
United Parcel Service pilots authorized their union officers to call a strike after contract talks were suspended on May 10. The key issues are compensation and pensions. Under the Railway Labor Act the Independent Pilots Association (IPA), which represents all 2,000 UPS flight crewmembers, must first be released from negotiations by the National Mediation Board and then submit to a 30-day "cooling off" period before exercising their right to strike.

As *Convoy* goes to press the IPA had still not been released from negotiations by the NMB. The Teamsters and the IPA have agreed to honor each others' picket lines should either union be forced to strike UPS. Could strike action occur simultaneously? Only time will tell.

UPS Workers Rally for a Good Contract

Teamster activities on May 22nd, International Solidarity Day, were highly successful. Teamsters were joined by pilots and by UPS workers abroad in telling management it's time to treat their workers with a little respect.

Over 100 rallies were held involving thousands of Teamsters. Thousands more "blew the whistle" on their boss, and although management had threatened discipline, we have not



Jon Sennum of Minneapolis Local 638 talks about "blowing the whistle" on job loss. One-on-one contact is building solidarity for the contract.

Real or Imaginary?

Bargaining on Supplements, Riders

Many, if not most, of the important working condition issues for UPS employees are dealt with not in the national master contract, but in the regional supplements and riders. Yet in the past bargaining over these issues has largely been shadow boxing in which the union came back empty handed.

This year can be different.

Think about important working conditions. What are the grounds for which UPS can discharge you? What are your rights to bid to a better job or shift, or to a different building within your local union's jurisdiction? How many of your co-workers can get a vacation in the summer? These are just samples of issues covered by your contract supplement or rider, the back portion of the contract booklet (beyond Article 44).

The 5,000 UPSers at the Louisville, Ky., air hub are organizing for their contract rider. Hundreds wear T-shirts that say "500 full-time jobs, across the board wage increase, family coverage insurance, full-time pension for everyone, or VOTE NO."

One supplemental issue right now up for grabs could mean winning thousands of new full-time jobs: the use of part timers as "cover drivers" in some supplements. In the Southern Supplement UPS can use part timers as "cover drivers" all year. With about 10 percent of the drivers on vacation or off work for injury, etc., that's a couple

heard of a single worker punished for using the Teamster whistles.

Here are a few examples of May 22 actions. We thank those members, stewards, contract coordinators, local officers and our national leadership for building this solidarity. Let's double it next month.

Louisville, Ky. — Rank and File Participation

At the Bluegrass Center in Louisville, Ky., 80 out of 90 drivers came out before their shift and rallied with whistles and signs. That's the kind of participation we need. That afternoon another rally was held to show that the part timers are with the full timers in their fight for a good contract. Thanks to a strong rank and file network at the center.

Old Dogs Learn New Tricks — Los Angeles, Indianapolis

In some local unions a new way of doing things is starting to take shape. Local 396 in Los Angeles held a rally that drew 50 UPSers at the Olympic center. Thanks to the coordinator from the International for spearheading a new start here. Members at the rally took on a reporter who wanted to only get information from management.

Indianapolis Local 135 is another one new to rank and file involvement.

thousand full-time jobs lost just in this one region! In the Atlantic Area Supplement UPS can use part timers to take full-time delivery jobs for seven months a year. In the Central Supplement full timers ("utility drivers") do this replacement work. But also in the Central Supplement there are "vacation replacement drivers" (casuals) in the summer. Confused? So's everyone else.

Will this issue be won in the South? In other areas? It will if we put some clout into supplemental bargaining. Here's why this is the year to do it.

First, we have the right to vote separately on our national contract, our supplements, and (where they exist) our local riders. This gives rank and file UPS Teamsters the final say. We won that right in 1991, after a long struggle led by TDU. This year Ron Carey clarified that we get to vote on both our supplements and riders, not just one of them.

Second, IBT Small Parcel Director Ken Hall has indicated that the International union is no longer going to cut the legs out from under supplemental bargaining committees that want to stand up to the company. In the past there was a "deadlock committee" at the national level, where issues got dumped and then certain local union officials could pass the blame for it.

Now it's up to our bargaining committees and the rank and file to insist that the important issues get dealt with.



Ron Carey talks to Atlanta UPSers about the corporation's failure to bargain seriously.

At the 81st Street hub they held a rally attended by some 60 people, got press coverage and spread the word throughout the local.

Small Town America

UPS celebrates that it will deliver a package to every address coast to coast. Our solidarity campaign can do the same. Teamsters joined in the chorus of national solidarity from places like Eugene, Ore. (Local 206), Yakima, Wash. (Local 524), Mason City, Iowa (Local 828) and Burlington, Vt. (Local 597). The issues that UPS Teamsters face in small towns, big cities, and rural America are largely the same.

Leading The Charge

Some local unions are taking the contract campaign very seriously, with a well organized contract coordinator structure and a commitment to involve all members.

Seattle Local 174 held rallies at every location and all 2,000 UPS members had an opportunity to participate. At the air operation, several part timers rallied with UPS pilots to show UPS they stand together. Morning rallies were held at three buildings, and night rallies were held to involve and inform part timers. The Teamster whistles were put to good use.

Atlanta Local 728 featured General President Carey at one event, where about 75 members were on hand. As in many areas, part timers were mysteriously forced to work overtime, but Carey stayed for a couple of hours to talk to everyone interested.

In Texas the Teamsters say we don't need management's "yes-food." Local 657 held events in San Antonio and in Austin, with 300 sausages or hot dogs given out at each.

Philadelphia Local 623 held a rally at the air hub for the Northeastern U.S. Part timers from the hub joined with drivers and a number of other Teamsters who joined them in solidarity. This fight is important to every Teamster, as well as the rest of the labor movement.

Memphis Local 667 held events at two buildings. At the Memphis Carrier St. hub there was an event from 7:30 a.m. until 9:30 a.m. For two hours Teamsters held signs and blew their whistles for a good contract.

What's Next?

In June the contract campaign will expand and also will include a petition so we can demonstrate we have the support of all UPS Teamsters. If you have questions on what you can do to get involved or ideas you would like to share, contact us at the TDU office.



San Jose Local 287 members show they are ready to fight for good jobs.

Teamster Action Plan

'We Need More Leaders'

Joe Fahey has been a TDU activist and leader for over 15 years and has served as a TDU co-chair. Fahey recently steered negotiations for the Teamsters in conjunction with the UFCW on a master agreement with Banquet Foods, a subsidiary of corporate giant Con-Agra. A story on that contract campaign is in the May/June issue of the *Teamster* magazine.

The contract restored benefits members had lost in previous contracts and strengthened workplace solidarity. Victories like this are possible because reform leaders like Fahey are using the blueprints for the *Teamster Action Plan* to build a stronger union.

Convoy Dispatch talked to Fahey about the *Teamster Action Plan* and how rank and file activists and local unions can translate its good ideas into positive action in the field like the workers at Banquet were able to do.

Convoy Dispatch: The negotiations with Banquet show how the *Teamster Action Plan* can work in the field—member involvement, one-to-one networks, a coordinated smart strategy. How did it bring more power to the union?

Fahey: You have to look back at the 1994 negotiations and compare to this year to see why the rank and file approach works. In both years there was a rank and file negotiating committee, but three years ago the committee was not well utilized. Bargaining happened between one union rep and one company rep and there was little or no involvement from the members. The heads of the five local unions were not involved.

This time, with help from the International, things started one year ahead of time. We met with the negotiating committee plus the stewards and other interested members.

We spent a lot of time talking about where to start with the contract, about the structure, about how we needed more power at the bargaining table, and about getting the involvement of every rank and filer and listening to everyone. All the stewards designed a survey to do just that.

As a result, in Arkansas for example, we recruited 85 people who had never had a role in the union but were eager to get involved. They served as a bridge from the bargaining table to the shop floor—the communications network talked about in the magazine.

I didn't study the contract details. There were 45 people out there who knew it better than I did.

Convoy Dispatch: That network of people proved critical when the company came with a proposal to break the master agreement?

Fahey: Definitely. The company wanted to dissolve the master agreement and the master contract was not well understood. It had been eroded over the years. So it was hard.

When the company proposed breaking the master agreement we did not react but drew the company out. The heads of the five locals agreed that we

had reached a crisis and we called an emergency meeting of the 40-person union caucus.

After a long discussion we came to a consensus that maintaining the master was more important than wages or benefits and if they didn't withdraw the proposal we were "fixin' to go home" as they say in Arkansas.

Leadership is Teamsters talking to Teamsters, involving other people in the union. We need about 140,000 men and women who will be leaders

We all agreed upon a unified, consistent message that we would take back to the plant. Workers wouldn't be talking about 25 different things. We wouldn't get into the details. We did some impromptu role plays about people's biggest fears. It helped a lot. Committee members went back feeling they had a confident message.

In the end the company did get off the proposal and it was like proposal "A" for them so it really changed the momentum and people could feel their power.

In the Warehouse Division we have only four full-time reps for 400,000 members so we have to be smart with how we use our resources.

It's the same approach when we talk about organizing. At Toma-Tek in California we recruited volunteer organizers from 11 different local unions to organize one cannery. We tried to involve as many people as possible so that each could take it back to the their local unions and their own situations.

It's not just what you do, but how you do it.

Develop Your Action Plan

Convoy Dispatch: We are trying to emphasize more membership involvement but now that the election is over, there is some feeling that people are waiting for the leaders to lead. How do we overcome that and get people to take initiative?

Fahey: I think the election wasn't about "what" people wanted. Most people, no matter how they voted, wanted and still want the same thing—a more powerful union. The debate was, how do we get there? Carey represented the action plan, doing it from the bottom up with members standing side by side, while Hoffa was "I'll fix it from the top."

What we need badly is more leadership and more initiative at every level of this union. Even if every single local union, joint council, and International officer and rep was providing great leadership, it would not be enough to be successful against the challenges we face, the global economy and the corporate agenda.

Many people I speak with are waiting or hoping or criticizing the official leaders for not doing more—for not

leading more. That's a waste of time. There are opportunities at every worksite, in every local union for rank and file leadership and power.

If something important needs to be done that is not getting done by someone else, then you are the right person to do it. TDUs have learned that real leadership doesn't come from a title or a post but from a quality inside people.

Leadership is Teamsters talking to Teamsters, involving other people in the union. We need about 140,000 men and women who will be leaders. People who will take up the *Action Plan* and carve a piece of it out for themselves, even if it's with a couple of people.

Ron Carey wants rank and file Teamsters to take action to make our union strong.

Everyone Should Be An Organizer

Convoy Dispatch: Some might say well, that's easy for Joe Fahey to talk about. He's an International rep. But how can I make an action plan down here in the trenches?

Fahey: I was seen as the "big shot" on the Banquet negotiations, but every important thing I did, I had tried as a rank and file TDU activist.

You have to find out what people care about. Talk to people. Listen to people. That's what TDU leaders do and have always done. I was at UPS when I first got involved. I was 23 and had never done anything like that.

I looked around and found out what wasn't being done. We have lots of cannery workers in our local. No one was talking to them or the delivery drivers. So I went out and listened to people. I introduced myself, asked when the contract was up, what they thought of the union and very quickly I got to know a couple of hundred people and their stories.

Everyone was basically saying the same thing—poor representation, worried about their contracts, given up on getting help from the union.

So I said, better me doing something than no one doing anything.

Figure out what's happening or not happening in your union and what needs to be done, whether it's a contract or training or education. Little by little you get better at it.

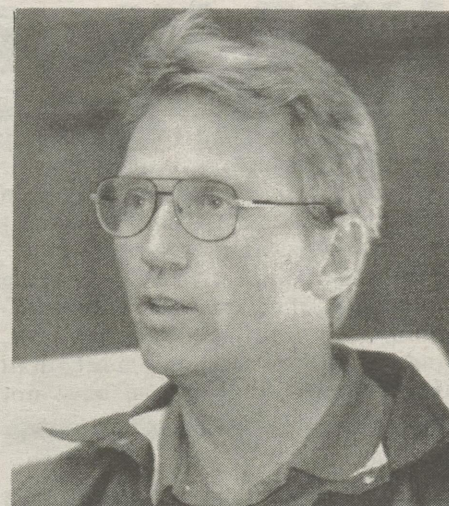
Convoy Dispatch: Can you give an example of one element of the *Action Plan* a member can get his or her hands on right away?

Fahey: A lot of the techniques we're using in the Warehouse Division are about member-to-member contact. Everyone in your workplace needs to be asked to participate in our union.

Everyone should learn how to build a member-to-member network.

One tool used at Con-Agra and at UPS is a survey. Everyone wants to give you their opinion. And good organizing is often three-fourths listening and one-fourth talking. Then you learn how your agenda connects to their agenda and then you learn how to get people united and fighting the company.

Do a survey of your members. You



International rep Joe Fahey.

could do a simple survey that explains that the IBT *Action Plan* calls for member involvement in political action, stronger contracts, and organizing. Ask which of these three seems the most important to them and their co-workers and that they would like to get a training session on. Tell them that you will get back to them with the results. Get their name, phone number, and workplace. Follow up by calling them and saying we're going to have a meeting and the number one issue from the survey is x and we're going to pass a motion at the next union meeting that the IBT come in and do a program on x.

If you create a parade, the local officials can jump to the head of it (which is fine), they can ignore it, or they can fight it. As long as you are leading by involving increasing numbers of people you are making progress.

That's one example. If you're in a local with good leadership but not enough of it, you will have a different action plan, but you're working from the same blueprint. Maybe it's taking the lead on forming a Volunteer Organizing Committee in the local or becoming a contract campaign coordinator for the freight contract or whatever.

Convoy Dispatch: Why is TDU important to the success of all these *Action Plans*?

Fahey: TDU provides the best network there is in the Teamsters union. There is a lot of experience and know-how in the union. We've made a lot of victories based on rank and file initiative. We need to share that know-how with one another so we can strengthen ourselves, recruit new leaders and bring existing leaders into the TDU network. People should write in to *Convoy* and tell victory stories about how they won. We have so much to share with one another.

Are people talking union when you're not around? If they are talking, then you have a network.

But we can do better. We need to find more leaders. As you get active and become a leader you have to ask yourself, how many people am I moving with me?

Let's say an A-level member is a person who just pays dues and a B-level

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Milwaukee Warehouse Workers Vote Teamsters

Organizing the unorganized is no easy prospect. Not every organizing drive that uses the best tactics and strategy always succeeds. But with a good strategy, hard work, a worker-to-worker approach, and a little luck, we can win.

The following story is about an organizing drive where workers at a Milwaukee warehouse won the right to bargain as a union. Since electing a new leadership in 1994, Milwaukee Local 200 has put into practice the member-to-member approach to organizing using volunteer organizers to handbill at gates, do house calls, phonebank, find leads, and, most importantly, talk one-on-one with workers who are organizing to join a union. TDU activist Darryl Connell is the organizer for the local and has spearheaded their organizing program.

The fight to join a union and get a

Our union is doing more organizing now than it has in decades. We need more and more Teamsters to get involved to help our union grow and make the labor movement a powerful force in people's lives.

Convoy Dispatch invites reform leaders and activists from across our union to join Brother Connell in sharing their stories about the nuts and bolts of organizing campaigns in your area. The more we can share our know-how with one another the better we will be able to strengthen our union and do more effective organizing. TDU is committed to playing an important role in assisting and networking reformers who are committed to member-based approaches to organizing.

Workers at MBC Foods warehouse in Milwaukee voted Teamsters by a two

The employer's anti-union campaign started off with elimination of the third shift and a new no-fault absentee policy that allowed 24 occurrences for the life of a worker. Harassment of key supporters became an everyday event as supervisors waited until workers were alone in the aisles before writing them up. They even implemented a no-talking rule in the aisles.

Union One Step Ahead

To inoculate the workers against the employer campaign, the union immediately distributed the old Central Conference booklet "The Union Predicts," one of the few useful tools our conference dues money ever produced. Management derided it as a comic book that treated workers like children. The workers turned that on management in captive meetings by asking them about the no-talking rule and who was treating who like children.

When the harassment picked up, organizer Connell crafted a "Union Predicts ..." flyer explaining why Gary would be terminated. The union's timing couldn't have been better—the flyer was at the gates only an hour and a half after Gary had been written up a third time. Since Gary was a well respected person in the warehouse that turn of events drew in the activists from the UE campaign who had endured 17 months of broken promises.

As the day of the vote neared, the union committee folks began wearing vote yes t-shirts daily and free t-shirts were handed to anyone who would sign a yes petition. This was a valuable assessment tool on the eve of the vote. Meanwhile the company dusted off vote no shirts they had left over from the first campaign.

VOC Outreach a Key

On the weekend before the vote, consciously planned for a Monday, the Local 200 Volunteer Organizing Committee (VOC) worked a phonebank operation with the workers' organizing committee (see story at right). They were able to reach a majority of the workers on that Saturday afternoon. On Sunday they did some final house calls to targeted fence sitters and a final meeting with workers. While the momentum was building there was concern about overconfidence. The workers reminded one another that a win by a big margin would go a long way in negotiating a first contract.

On Monday, Darryl Connell donned his chef hat and fired up the bratwurst on the grill as the workers voted from 2 p.m. to 4 p.m. Union drivers as well as office workers from inside stopped

by to talk and grab some food. The final vote was 58-29 for the union. The election was certified after seven days with no objections from the company.

On June 1 the workers will meet to elect their stewards, who will also serve as the negotiating committee for the first contract. With the fight over the union behind them, the MBC workers will put their hands-on experience in one of the most difficult struggles workers can face to fight for a good contract. Congratulations to the workers at MBC Foods and to the volunteer organizers of Local 200.

Tactics That Work

Using Your VOC to Phonebank

On the eve of the MBC Foods organizing vote, Local 200 marshalled its forces to make one final contact with union supporters. MBC workers teamed up with local VOC members to spend a sunny Saturday afternoon phonebanking their co-workers.

Pairs of callers worked on seven phone lines out of the union hall. One MBC worker was teamed up with one rank and file Teamster on each line. VOC members were recruited to phonebank at four large grocery warehouses in the local. By using volunteers from the craft, members could answer specific questions about their contracts and working conditions and relate better to the MBC workers. A few additional volunteers were recruited from a stewards' seminar held at the local that same morning.

Each pair of callers was briefed by the local organizer in a pre-meeting. This helped insure that callers were well informed and able to field a range of questions from workers without being thrown for a loop. This reinforced the union's credibility with the workers. Callers were given scripts to help guide their calls and a general update on the latest propaganda from both the union and the company was provided. Organizers stressed the need to keep calls brief and on target.

Callers worked from a list of 10-12 names of likely "Yes" voters or unknowns. Where an MBC worker knew someone personally they made the call and the rank and file Teamster took notes and was available to answer questions. Otherwise the VOC member made the initial contact and the MBC worker took notes and chimed in as appropriate.

"The ability to talk to rank and file Teamsters from Roundy's and Kohl's and other grocery barns was critical. Hearing about the union first-hand from people who do the same jobs and who would volunteer their time to talk to fellow workers makes a big impact," said local organizer Darryl Connell. He has made phonebanking a standard tactic in the local's organizing approach and encourages others to use it on the eve of organizing votes. Call him at Milwaukee Local 200 with any questions.



Newly organized Teamsters celebrate in front of their MBC Foods warehouse.

contract is one of the most difficult struggles that a worker will face in their lives. Most of us who are union members today never had to organize into the union. We had the good fortune of becoming Teamsters when we were hired by our employer.

Teamster Action Plan

continued from page 8

member is someone who takes a mild interest in the union. I would rather TDU leaders worked on moving people from A to B rather than becoming a Z member and everyone else back at A. Figure out what jobs other people can do. Is it better to have a few activists doing a lot or a lot of people doing a little?

Ten members talking to 100 is better than one leafletting to 100. If the only time people are talking Teamsters or reform is during leafletting then you're not there yet. Are people talking union when you're not around? If they are talking, then you have a network.

Don't get hung up on how the plan is being applied. The way I do it will be different from the way you do. Figure out what applies to your world. Everyone needs to learn to be an organizer.

A new IBT videon one-to-one organizing, "Power at Work: Building a Teamster Member-to-Member Action Network," is now available to members from the Teamster Education Department. Call the International at (202) 624-6800 and ask for the Education Department.

to one margin on May 12, marking an important victory for the union in its attempt to organize the growing segment of "cross-docking" operations across North America. These operations are a strategic organizing target for our union as large grocery conglomerates shift work from existing warehouse operations to these non-union outfits who provide the kind of "just-in-time" delivery functions that have become standard practice in other industries like auto.

Milwaukee Local 200 organizer Darryl Connell helped the workers run the campaign and credits the local's volunteer organizing committee for playing a critical role. The one-on-one contact with Teamster rank and filers helped MBC workers convince enough of their co-workers to vote overwhelmingly for the union.

Promises, Promises

The workers knew first hand that it is not always easy to organize. A year and a half ago, they voted down a union drive by the United Electrical Workers (UE) after company management made scores of promises to change their ways.

Broken promises are very common after an unsuccessful organizing drive. In this instance they led one MBC worker, we'll call him "Gary," who was inactive in the first drive to show up at the Teamsters hall looking for help. He had saved every piece of "second chance" literature MBC Foods had put out with every now-empty promise that was never delivered.

In this union drive the company switched from being the worker's friend to the worker's foe.

CORRECTIONS

The UPS web site was incorrect in our last issue. The proper address is:

www.valuu.net/users/traylc

The photo on page one, "Organizing for a Better UPS Contract" should have been identified as the Redmond, Wash., UPS hub.

VP Riojas Addresses April Meeting

Minnesota Teamsters Form Ad Hoc UPS Contract Committee

Luann Runck
Local 320, Univ. of Minnesota
Minneapolis

On April 27, about 60 Teamsters from various Minnesota locals gathered at a meeting organized by the TDU chapter to hear IBT Vice President and UPS National Bargaining Committee member John Riojas report on contract negotiations and the International union's strategy for getting a good UPS contract. He also encouraged members to get involved in

the activities coordinated by the International to put the heat on UPS.

Brother Riojas, a former UPS worker, got a warm reception. He first described the company's record profits and its near monopoly on the market. He warned members that "this company will say anything. They've made a billion dollars in the last year, but they say it's only a nickel."

After fielding questions on the union's proposals, Brother Riojas outlined Ron Carey's belief that "informa-

tion has to flow both ways," from the leadership to the membership and vice versa in order to win a good contract. In encouraging members to get further involved and take responsibility for the contract campaign, Riojas emphasized that "no matter how good a local's business agents are, they can't be

everywhere."

Brother Riojas' successful visit sparked the creation of a Minnesota Ad Hoc Committee of Teamsters Working for a Good UPS Contract that has been working with the IBT to coordinate an aggressive contract campaign.

Nor Cal TDU Honors a Leader

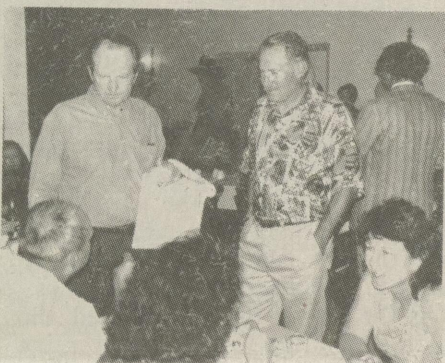
The Bay Area Chapter of TDU held a "Bob Mattingly Appreciation Dinner" on April 26 to honor a crusader in the battle for a strong and democratic Teamsters union.

Bob Mattingly was praised by International Vice President Ken Mee, TDU organizer Ken Paff, long-time TDU leader Bill Slater, TDU Steering Committee member Bob Blanchet and some 125 Teamster friends and supporters.

Mattingly has served as the volunteer organizer for the TDU chapter in the San Francisco Bay Area since 1992, after he retired from Local 896. It was noted that Bob was one of just 24 delegates at the 1986 IBT Convention in Las Vegas to vote against Jackie Presser; that he was instrumental in helping to elect reform delegates in many area locals to the 1991 and 1996 Conventions, and in the successful campaign to carry northern California for Ron Carey; and that he is always

available to help Teamster members develop as leaders or with an important struggle.

The event had it's lighter moments, such as when Keith Barros of Local 70 sang a tune he composed about Bob's life. Everyone enjoyed an evening of solidarity with plenty of union and family spirit.



Bob Mattingly (center) with a few friends at the celebration of his work for Teamster reform and Teamster power.

British Columbia Local 31

Members Challenge Zimmerman's Skim

Lots of the 7,000 members of Local 31 in British Columbia are upset over a nickel. Well, not just one nickel, but lots of nickels. The members are starting to organize to change Local 31.

Garnet Zimmerman, president of Local 31, goes into bargaining with every employer with the same goal: before he bargains anything for the members, he bargains five cents per hour into a special union fund. This deal is now generating about a half million dollars per year.

The recent UPS contract was a case in point: the members got only a 25¢ raise, and Zimmerman took a fifth of that away for his fund. UPS members reacted with anger, pointing to the high cost of living in the Vancouver area.

Zimmerman's new pot of money is not the only reason members are organizing for change, but they say it shows what Zimmerman's leadership is all about. He's raised his own salary, his own allowance, and generally looks after himself and his PR image instead of building the union.

Zimmerman is also interested in catering to old guard officials in the United States. They seem to dictate his direction. In this way he's following in

his father's footsteps: Ed Zimmerman was an appointee and follower of Teamster President Jackie Presser. Presser was a millionaire Republican, paid FBI informant, and indicted for racketeering.

Members from across Local 31—in freight, warehousing, courier, public sector—are getting together for positive change. Many are appealing to Local 31 Vice President Brad Swannie to lead a slate for change later this year. Some are also joining TDU to be part of the reform movement.

Lucky Teamster of the Year!

It's time, once again, to play "name that lucky Teamster." The **Lucky Teamster of the Year** is the Teamster official who pockets the most money from the union treasury. Financial reports filed with the U.S. Department of Labor for each local union, joint council and the International union will be used to determine the winner of this coveted and prestigious award.

Who will it be? Submit your guess to TDU—by phone, mail, fax or email—before July 1.

Teamster Election Still Not Finalized

Teamster Election Officer (EO) Barbara Zack Quindel has not yet given the IBT election of last December final certification. The EO is processing and investigating post-election protests, including one regarding large donations received and later returned by the Carey campaign.

Both the Hoffa and Carey campaigns have filed, as required by the Election Rules, updated campaign financial reports. They once again reflect the fact that Hoffa forces outspent the Carey forces in the campaign.

While Hoffa himself continues to bask in a greatly-dimmed limelight, most of the old guard power brokers maneuver for influence in a future with Ron Carey in power. Two of Hoffa's

running mates, Sam Theodus and T. C. Stone, have retired. One prominent Hoffa-ite, however, is attacking Carey at every opportunity: Chuck Mack of California.

The Hoffa forces and their PR man, Richard Leebove, have initiated bogus rumors that Carey has resigned, been indicted, and other fantasies.

UPS management personnel, in a concerted fashion, spread the same rumors to numerous union officers during the week of May 19. The coordination of the employer with Hoffa's fantasies was striking.

In addition to the EO's investigation, the Justice Department continues its New York-based investigation of the Carey campaign donations that were returned.

CARHAUL NEWS

GM Campaign Grows: Is Your Local Involved?

The International union's campaign to stop GM from destroying Teamster carhaul jobs depends on a proven strategy: put pressure on GM dealerships with regular handbilling. The program is picking up steam and if it continues in this direction, will get results.

Members report problems in some areas. Some local leaders, including Les Singer in Toledo, Ohio, and Harold Yates in Minneapolis, are refusing to handbill dealers because there are some Teamsters employed by dealerships. They need to work with members at these dealers on this solidarity campaign. At the Wisconsin joint council meeting, the head of Janesville Local 579 had the nerve to say that other locals should do it, but not Local 579, since they didn't want to upset GM! Tim Buban pointed out that filing grievances might upset GM also.

Allied Buys Ryder

Allied Holdings confirmed the rumors in a May 27 announcement of the pending purchase of Ryder' Auto Carrier Division for \$114.5 million. Allied expects the deal to be finalized by this fall.

The combination of the two largest auto carriers will make Allied the biggest hauler at both GM and Ford and the employer of the majority of

Joint Council president Fred Gegare agreed and asked that all locals get on the program.

Some local leaders are not involving enough members in the campaign. They're just sending a few BAs to do occasional handbilling. Other officials stopped handbilling after a dealer agreed to call or write GM headquarters. These are big mistakes. The point is to maximize pressure until GM agrees to *stop destroying carhaul jobs*.

Let's push this program forward to victory. The International union has appointed leaders to help coordinate the campaign regionally. These are: South, Ronnie Greene of Local 512; East, Paul Houck of Local 326; West, International VP Ken Mee; Central, Fred Zuckerman of Local 89.

Contact TDU for information on how to get involved or to report what's happening in your area.

Teamster carhaulers.

Allied says there will be "some consolidation of the work force," according to the *Atlanta Constitution*. Teamsters should be ready to fully enforce our seniority rights and contractual protections.

We also have to be on guard against last-minute tricks or deals that could carry over for the future at Allied.

LETTERS FROM OUR MEMBERS

All Employees Deserve Respect

Part-time casuals at Super Valu endure a mind-numbing, dehumanizing experience. The company could never get away with treating regular employees this way. Casuals are starting to question how much they have to sacrifice for the greater glory of part-time work. Indignities run from simple discourtesy, intimidation and coercing casuals to work through their breaks and lunches. Most casuals don't complain for fear of being blacklisted. We have two supervisors in particular who use the pretext of some mickey-mouse company work rules or our inhumane no-fault attendance policy to fire casuals who complain of mistreatment.

This kind of behavior is responsible for the erosion of respect for management.

Sometimes the bottom line has to give way to what is right. Management must respect all employees.

Rick McMahon
Local 688, Super Valu chief steward
St. Louis

Norcal UPS Rallies

In my UPS local (Richmond, Calif., Local 315), we had surprisingly effective contract campaign events on April 23. At least 80, and probably closer to 100 UPS Teamsters participated in the April 23 parking lot rally at Richmond, and over 40 participated in San Ramon. Another 40 or more rallied in Oakland Local 70.

Additional parking lot rallies occurred in San Jose (Local 287) and Sacramento (Local 150).

Thousands of Norcal UPSers received a wide variety of leaflets informing them of UPS management's outrageous proposals and their failure to negotiate in good faith. The overwhelming sentiment seemed to be in favor of a near-peak season strike unless management submits to our demands. We understand that we have only enough in the strike fund to last two months, but that should be sufficient.

In Norcal the mood is growing ever more militant, and we look forward to the international campaign rallies scheduled for the future.

Roger Wilkins
Local 315, UPS
Richmond, Calif.

Chemical Leaman Drivers Unite

Drivers and mechanics at Chemical Leaman met at Houston Local 988 on May 18 to vote on a standard offer from the company. It was a heated meeting, due to the fact that the contract is three years overdue. Adding to the nervousness was the fact that after the company drivers' meeting, owner-operators would be coming into the hall for the first time to vote on their two-page shame of a

supplement.

Some of us have been talking with the owner-operators about the union, but some have been treating them as the enemy for a number of years. The company, along with some union officials, had been playing on our divisions for a long time. The company sent out a message on the satellite system to bring the operators back from around the country, telling them to vote yes on the contract. This tactic worked six years ago to cram our existing contract down our throats.

The company personnel voted 100 percent against the company's offer. And after a heated meeting, the operators voted two to one against the company.

Whatever happens next, we will be fighting against the company together. I believe a lot was learned about unionism by some old union hands as well as new union people.

The main question asked by the owner-operators was how to become union members.

John Bryan
Local 988, Chemical Leaman
Houston

Member Involvement Changing the Odds

This is my 20th year as Teamster. I look back to the corruption of our past and I cannot help but think about the state of our union now as a result of changes brought about by the movement taking place throughout this union. We now enter a new era in this movement.

Our contracts are being negotiated by our members with our best interests at the forefront. We are changing the odds, leveling the playing field, and showing our strength as we unite, communicate, and organize. Leaflets, rallies, bumper stickers, protests, articles stimulating member awareness, solidarity, coming together with a common goal—these are the clues, do you think they get it? Apparently not!

In Local 705 our negotiating committee met with UPS for the first round of contract talks. UPS came with their usual propaganda. Their act was so well rehearsed they nearly convinced me that they themselves believed their presentation. But UPS fails to realize that the members can read between the lines.

For example, our part-time members know what they mean by flexibility, they were bent over the barrel in 1982. I certainly hope whoever was responsible for that contract is no longer in the negotiating business!

UPS insists on subcontracting and outsourcing our work in order to avoid creating more full-time jobs. Billions of dollars in profit each year just isn't enough? They must put an increasing number of members and their families on the chopping block.

Let's show UPS the solidarity that wins negotiations. Make contributions of your time, dig in and help talk to our part-time co-workers while you're on lunch or on break. Perhaps you can contact your local to see what small sacrifice you can make to be of help to our union.

It's our contract and our future. Let us fight for it in every way available to us.

Joe Strazzante
Local 705, UPS Steward, Local
Negotiating Committee member
Bedford Park, Ill.

UPS Housemail Grievance

In order to protest an unfair, contract related discharge, we are currently in the process of gathering information on the use of UPS housemail. If you have any knowledge of the UPS housemail system being used by hourly or management personnel for personal reasons we need to hear from you.

Some of the criteria we would like to meet is:

1. UPS was aware that the person used the housemail for personal or non-business related purposes, and
2. Either did not use discipline or employed discipline short of immediate discharge.

If you have information on this issue please contact TDU or Daniel Barrett, 3425 Stolle Drive, Kalamazoo, Mich. 49004, (616)388-3814.

Daniel Barrett
Local 7, UPS
Kalamazoo, Mch.

Priorities at Yellow Freight

Common sense and dignity seem to be out the door in the freight industry these days.

Yellow Freight gives our terminal manager \$13,000 on a new personal car and a five-day vacation in Hilton Head, S.C., on the company tab.

If a driver needs a day off that is out of the question—we have to take care of our customers. What is important to me and my family has to take a back-row seat.

If taking care of customers is so important, why did we miss over 350 pickups in 1996? We had two men laid off about six months of the year. All the other men had to work overtime to keep these men laid off. Does that make sense?

Before April 1, Yellow was crying over what they were going to have to pay drivers when they got their raise.

I'm sure they don't cry too much when they're out on the golf course at Hilton Head. I bet they don't worry too much about the customer either.

Our terminal manager's main priority in Tupelo is trying to fire someone for being off sick. His second priority is playing golf. Ain't

it a shame the customers' pickups and deliveries are his last priority.

G.W. Williams
Local 667, Yellow Freight
Tupelo, Miss.

Teacher's View of TEAM Act

As a retired Chicago public school teacher, I think I have some additional insights into your opposition to the misnamed Teamwork for Employees and Management (TEAM) Act.

The TEAM Act is nothing but an end run around legitimate collective bargaining. It was long developed in teacher-administration relations before the advent of real collective bargaining for teachers.

When a grievance arose, a principal would appoint an ad-hoc committee of teachers who could meet and confer with him, but not negotiate. Principal-teacher cooperation meant the teachers would "coo" and the administrators would "operate."

Even if agreement were reached, changes were rarely implemented because nothing was in writing and enforcement was left to the good will of the administrator.

If management truly wants input from its workers, they don't need a TEAM Act, *they need more effective collective bargaining.* I heartily agree with TDU that you need active members at the bargaining table, something we are still fighting for in the Chicago Teachers Union.

I think Teamsters and teachers can learn from each other on this.

Gerald Adler
Retired teacher
Chicago

TDU Meets

ARIZONA TDU
Saturday, June 21—1 p.m.
2210 W. Morten
Phoenix

CHICAGO TDU
Saturday, June 7—2 p.m.
Teamster City
Ashland and Van Buren

CONNECTICUT TDU
Saturday, June 7—9:30 a.m.
Ramada Inn
Exit 25 off I-84
Waterbury, Conn.

BAY AREA TDU
Saturday, July 19—10 a.m.
For information call
(707) 426-5310 or (510) 791-6396

MEMPHIS TDU
Saturday, June 14—5:30 p.m.
VFW Post 10567
1884 1st Commercial Dr. S.
Southaven, Miss.

MINNESOTA TDU
Sunday, June 29—1:30 p.m.
Broadway Pizza
W. Broadway and W. River Rd.
Minneapolis



Support 2,000 Teamsters
and other union members
who are fighting the union
busters at the Detroit
News and Free Press.

You are needed



in Detroit!
Saturday, June 21

March: Assemble at Tiger Stadium, Michigan Ave. at Trumbull, 2
p.m. Saturday.

Rally: Hart Plaza in the heart of downtown Detroit, 4 p.m. Speakers,
music, food.

***Events planned for Friday and Saturday
all day and evening—come early, stay late.***

For more information, contact the International Brotherhood of Teamsters at (202) 624-8711 or Action!
Motown 97 at (888) 97-MOTOWN (toll-free).